

DOE F 4250.3
(04-94)

U. S. Department of Energy

ORDER FOR SUPPLIES OR SERVICES

PAGE OF PAGE

1 3

IMPORTANT: Mark all packages and papers with contract and/or order numbers.

1. DATE OF ORDER MAY 20 2004	2. CONTRACT NO. (If any)	3. ORDER NO. DE-AB01-01AD63018.M003	4. REQUISITION/REFERENCE NO. 01-04AD63018.001
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5. ISSUING OFFICE (Address correspondence to)

U.S. Department of Energy
1000 Independence Avenue, SW
Washington, DC 20585

BUYER T. Jackson B/NC A274 NO. (202) 287-1437 CODE ME-641.2

7. TO: CONTRACTOR (Name, address and ZIP Code)

U.S. Plants, Inc.
Attn: Ms. Françoise Monroe
2575 Tenerife Road
Catlett, VA 20119

6. SHIP TO: (Consignee and address, ZIP Code)

U.S. Department of Energy
Office of Administration, ME-40
1000 Independence Ave, SW
Washington, DC 20585

8. TYPE OF ORDER

☐ A. PURCHASE-Reference your

Please furnish the following on the terms and conditions specified on both sides of this order and on the attached sheets, if any, including delivery as indicated. This purchase is negotiated under authority of:

☐ B. DELIVERY-Except for billing instructions on the reverse, this delivery order is subject to instructions contained on this side only of this form and is issued subject to the terms and conditions of the above-numbered contract.

FEDTAXID# 54-2015363

9. ACCOUNTING AND APPROPRIATION DATA

APPROP. B&R AFP O.C. ALLOT.
NOT APPLICABLE

CFA: DOLLARS:

10. REQUISITIONING OFFICE
PROJECT

OFF: Leon Todd NO. (202) 586-3124 CODE: ME-413

11. BUSINESS CLASSIFICATION (Check appropriate box(es))

☒ SMALL ☐ OTHER THAN SMALL ☐ DIS-ADVANTAGED ☒ WOMAN-OWNED12. F. O. B. POINT
Destination

14. GOVERNMENT B/L NO.

15. DELIVER TO F.O.B. POINT
ON OR BEFORE (Date)
PERIOD OF PERFORMANCE
6/1/2001 - 5/31/200616. DISCOUNT TERMS
Net/30

13. PLACE OF INSPECTION AND ACCEPTANCE

17. SCHEDULE (See reverse for Rejections)

ITEM NO (A)	SUPPLIES OR SERVICES (B)	QUANTITY ORDERED (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)	QUANTITY ACCEPTED (G)
1.	<p>The purpose of this modification is to do the following: 1. Amend the Blanket Purchase Agreement to add plants and planters to the listing of items to be provided to the U.S. Department of Energy; 2. Delete Logan Watts as the invoice approving official and substituting Leon Todd (ME-413) as the new Invoice Approving Official; 3. Delete the current BPA call list and substitute a revised call list.</p> <p>Accordingly: Attachment 3, Plant Maintenance Pricing Sheet is deleted in its entirety and the attached Plant Maintenance Pricing Sheet is substituted in lieu thereof.</p> <p>Attachments: 3. Updated Plant Maintenance Pricing Sheet 6. Wage Determination 94-2103 rev. 31 dated 4/21/04 is effective June 1, 2004 through May 31, 2006.</p>					
SEE BILLING INSTRUCTIONS ON REVERSE	<p>18. SHIPPING POINT</p> <p>19. GROSS SHIPPING WEIGHT</p> <p>20. INVOICE NO.</p> <p>21. MAIL INVOICE TO: (Include Zip Code) USDOE, OHAO, Accounts Payable Division, P.O. Box 500 Germantown, MD 20675-0800 Tel: 301/903-4340</p>				\$0.00	<p>17. (H) TOTAL (Cont. pages)</p> <p>17. (I) GRAND TOTAL</p>

Accept: *Françoise Monroe*

Date: 5/17/2004

22. UNITED STATES OF AMERICA
BY (Signature)

23. NAME (Typed)

Craig B. Frame
TITLE: CONTRACTING/ORDERING OFFICER

**ORDER FOR SUPPLIES OR SERVICES
SCHEDULE – CONTINUATION**Mark all packages and papers with BPA Number DE-AB01-01AD63018.M000Terms and Conditions

1. Describe of Agreement. You are hereby authorized to furnish the supplies or services under the subject BPA to the U.S. Department of Energy upon request by authorized DOE representatives identified below. Individual calls placed against this BPA shall not exceed \$25,000.

<u>NAME</u>	<u>ORGANIZATION</u>
<u>LEON TODD</u>	<u>ME-413</u>
<u>DREW SMITH</u>	<u>ME-413</u>
<u>KELVIN JAMISON</u>	<u>ME-413</u>
<u>MICHAEL SHINCOVICH</u>	<u>ME-413</u>

INDIVIDUAL CALLS UNDER THIS BPA SHALL NOT EXCEED \$25,000.

2. **Extent of Obligation:** The Government is obligated only to the extent of authorized call actually placed against this BPA.
3. **Pricing:** By acceptance of this BPA the Contractor agrees that the prices to the Government shall be in accordance with the prices provided on page attachment 3 of this modification.
4. **Invoice:** Invoiced shall be submitted once per month or upon expiration of the BPA; whichever, occurs first, for all deliveries that are received and accepted by DOE.

ALL INVOICES SHALL INCLUDE THE FOLLOWING

- A) **CONTRACTOR NAME AND REMITTANCE ADDRESS**
- B) **BPA NUMBER**
- C) **CALL NUMBER(S), CALL DATE(S), PRICE OF THE ITEM(S)**
- D) **TOTAL AMOUNT OF INVOICE FOR THE MONTH**
- E) **POINT OF CONTACT AND TELEPHONE NUMBER FOR QUESTIONS CONCERNING INVOICE**

Invoices received which do not contain the required data will be returned without payment. Problems relating to payments in excess of 30 days of submission of invoices should be directed to:

**U.S. Department of Energy
Office of Comptroller
Commercial Payments
P.O. box 500
Germantown, MD 20875
Tele. No. (301)903-4340**

Vendor Inquiry Payment Electronic Reporting System (VIPERS): Vendors can obtain information on the payment status of their invoices by registering with VIPERS, an internet website, at <https://vipers.cr.doe.gov>.

5. **Call Number:** A call number will be given to the contractor by the individual placing the call and shall start with call number 0001 at the beginning of each month. The month will be designated by the standard 3 letter abbreviation, e.g., Oct-0001, Oct-0002, Dec-0001, ect. Any calls accepted from persons other than those listed above are unauthorized, and will not be approved for payment.

ATTACHMENT 3

1. Plant Maintenance in Accordance with DOE's Statement of Work						
Pot Size	Quantity	Disc. Unit Price Base Year	Disc. Unit Price Year 2	Disc. Unit Price Year 3	Disc. Unit Price Year 4	Disc. Unit Price Year 5
6"	40	11.94	11.94	12.54	12.54	12.54
8"	43	11.94	11.94	12.54	12.54	12.54
10"	140	32.00	32.00	33.44	33.44	33.44
14"	49	64.00	64.00	66.89	66.89	66.89
17"	1	67.67	67.67	70.94	70.94	70.94
18"	2	72.00	72.00	75.25	75.25	75.25
16 x 24	4	202.00	202.00	212.24	212.24	212.24
16 x 34	4	221.00	221.00	231.54	231.54	231.54

2. One Time Start-up Plant Replacement and Additional Plant Acquisitions					
Plant Size	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
6"	12.00	12.00	15.00	15.00	15.00
8"	15.00	15.00	20.00	20.00	20.00
10"	35.00	35.00	35.00	40.00	40.00
14"	85.00	89.00	96.00	100.00	100.00
17"	180.00	190.00	200.00	210.00	210.00

3. Live Plant Rental for Special Events					
Plant Size	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
6"	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00
8"	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00
10"	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
14"	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00

4. Poinsettia Purchases					
Plant Size	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
6"	\$9.00	\$9.50	\$9.75	\$10.00	\$10.00
8"	\$19.80	\$20.50	\$21.00	\$22.50	\$24.00
10"	\$22.00	\$24.20	\$26.62	\$29.28	\$32.20

5. Easter Lilly Purchases					
Plant Size	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
6"	\$15.00	\$18.00	\$18.00	\$19.50	\$19.75

6. Bromelaid and Kalanchoe Purchases and Rotations as Directed by COR					
Plant Size	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
6"	\$17.75	\$17.75	\$21.30	\$21.30	\$21.30

Pricing for items 7 through 12 will remain in effect through May 31, 2006.

7. One Time Start-up Plant Replacement and Additional Plant Acquisitions for Germantown, MD		
TYPE	Plant Size	UNIT PRICE
Sansierva Snake Plants	8"	\$12.54
Sansierva Snake Plants	10"	\$33.44
Aglaonema Emerald Beauty	10"	\$33.44
Lemon Lime Warneki's	6"	\$12.54
Delivery and Installation		\$120.00

8. Speciality Plants Acquisitions for Germantown & Forrestal		
TYPE	Plant Size	UNIT PRICE
Ming Aralia's	10" (3'-5')	\$55.00
Ming Aralia's	14" (5'-6')	\$155.00
Kentia Palms	10" (4'-5')	\$108.20
Kentia Palms	14" (5'-6')	\$245.00
Chamaedorea Bamboo Palm	10" (4'-5')	\$45.00
Chamaedorea Bamboo Palm	14" (4'-5')	\$89.95
Rhapis Palm's	10" (3'-4')	\$75.00
Rhapis Palm's	14" (4'-6')	\$190.00

9. Floor Planters	Decorative Finishes	Matte	Gloss
(FP10) 10"x 9.75" ht.	\$23.75	\$10.50	\$9.25
(FP12) 13"x 12" ht.	\$31.25	\$14.95	\$14.95
(FP14) 14.75"x 13" ht.	\$46.25	N/A	\$23.75
(FP16) 16.75"x 15.5" ht.	\$61.25	\$30.63	\$27.63
(FP20) 20.75"x 19" ht.	\$143.75	N/A	\$65.00

10. Table Planters	Decorative Finishes	Matte	Gloss
FP 7	\$10.00	\$8.50	\$8.50
FP 8	\$14.50	\$11.55	\$11.55
FP 9	\$20.00	\$11.55	\$11.55
FP 12	\$29.50	\$17.85	\$17.85

11. Hanging Planters	Decorative Finishes	Matte	Gloss
LP 9	\$21.25	\$13.05	\$13.05
LP 10	\$31.25	N/A	\$13.50
LP 12	\$36.25	N/A	\$16.50

12. Rectangle Flower Planters	Decorative Finishes	Matte	Gloss
25" x 7"	\$48.00	\$40.00	\$40.00

All new plants provided by U.S. Plants, Inc. are fully warranted for the term of the Contract.

94-2103 DC,DISTRICT-WIDE

WAGE DETERMINATION NO: 94-2103 REV (31) AREA: DC,DISTRICT-WIDE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2104

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2103
Revision No.: 31
Date Of Revision: 04/21/2004

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St
Mary's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King
George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	11.73
01011 - Accounting Clerk I	12.75
01012 - Accounting Clerk II	14.49
01013 - Accounting Clerk III	16.50
01014 - Accounting Clerk IV	16.50
01030 - Court Reporter	16.50
01050 - Dispatcher, Motor Vehicle	12.75
01060 - Document Preparation Clerk	10.23
01070 - Messenger (Courier)	12.75
01090 - Duplicating Machine Operator	14.65
01110 - Film/Tape Librarian	11.68
01115 - General Clerk I	13.72
01116 - General Clerk II	15.32
01117 - General Clerk III	18.74
01118 - General Clerk IV	19.04
01120 - Housing Referral Assistant	11.73
01131 - Key Entry Operator I	12.75
01132 - Key Entry Operator II	14.74
01191 - Order Clerk I	16.29
01192 - Order Clerk II	13.05
01261 - Personnel Assistant (Employment) I	14.49
01262 - Personnel Assistant (Employment) II	16.50
01263 - Personnel Assistant (Employment) III	19.60
01264 - Personnel Assistant (Employment) IV	17.82
01270 - Production Control Clerk	15.42
01290 - Rental Clerk	15.26
01300 - Scheduler, Maintenance	15.26
01311 - Secretary I	16.56
01312 - Secretary II	19.04
01313 - Secretary III	20.52
01314 - Secretary IV	23.47
01315 - Secretary V	

01320 - Service Order Dispatcher	15.82
01341 - Stenographer I	14.68
01342 - Stenographer II	16.47
01400 - Supply Technician	20.52
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.96
01510 - Test Examiner	16.56
01520 - Test Proctor	16.56
01531 - Travel Clerk I	11.63
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.41
01611 - Word Processor I	12.75
01612 - Word Processor II	14.49
01613 - Word Processor III	16.65
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.15
03041 - Computer Operator I	14.49
03042 - Computer Operator II	16.50
03043 - Computer Operator III	18.60
03044 - Computer Operator IV	20.52
03045 - Computer Operator V	23.22
03071 - Computer Programmer I (1)	19.64
03072 - Computer Programmer II (1)	23.33
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.49
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.73
05010 - Automotive Glass Installer	17.88
05040 - Automotive Worker	17.88
05070 - Electrician, Automotive	18.95
05100 - Mobile Equipment Servicer	15.69
05130 - Motor Equipment Metal Mechanic	19.98
05160 - Motor Equipment Metal Worker	17.88
05190 - Motor Vehicle Mechanic	20.07
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	17.88
05280 - Motor Vehicle Wrecker	17.88
05310 - Painter, Automotive	18.95
05340 - Radiator Repair Specialist	17.88
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	19.98
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.01
07010 - Baker	11.87
07041 - Cook I	10.93
07042 - Cook II	12.46
07070 - Dishwasher	9.76
07130 - Meat Cutter	16.07
07250 - Waiter/Waitress	8.59
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.55
09070 - Furniture Refinisher	18.05
09100 - Furniture Refinisher Helper	13.85
09110 - Furniture Repairer, Minor	16.01
09130 - Upholsterer	18.05
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79

11090 - Gardener	14.27
11121 - House Keeping Aid I	9.83
11122 - House Keeping Aid II	10.32
11150 - Janitor	10.12
11210 - Laborer, Grounds Maintenance	11.65
11240 - Maid or Houseman	9.83
11270 - Pest Controller	12.44
11300 - Refuse Collector	11.69
11330 - Tractor Operator	14.00
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12020 - Dental Assistant	16.90
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.39
12071 - Licensed Practical Nurse I	15.86
12072 - Licensed Practical Nurse II	17.79
12073 - Licensed Practical Nurse III	19.92
12100 - Medical Assistant	12.94
12130 - Medical Laboratory Technician	16.07
12160 - Medical Record Clerk	13.60
12190 - Medical Record Technician	14.97
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	10.48
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12250 - Pharmacy Technician	11.84
12280 - Phlebotomist	12.33
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	28.94
12313 - Registered Nurse II, Specialist	28.94
12314 - Registered Nurse III	34.48
12315 - Registered Nurse III, Anesthetist	34.48
12316 - Registered Nurse IV	41.33
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.85
13011 - Exhibits Specialist I	17.98
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	27.29
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	23.59
13050 - Library Technician	17.18
13071 - Photographer I	14.67
13072 - Photographer II	17.18
13073 - Photographer III	21.52
13074 - Photographer IV	26.05
13075 - Photographer V	29.15
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.71
15030 - Counter Attendant	8.71
15040 - Dry Cleaner	10.03
15070 - Finisher, Flatwork, Machine	8.71
15090 - Presser, Hand	8.71
15100 - Presser, Machine, Drycleaning	8.71
15130 - Presser, Machine, Shirts	8.71
15160 - Presser, Machine, Wearing Apparel, Laundry	8.71
15190 - Sewing Machine Operator	10.77
15220 - Tailor	12.43
15250 - Washer, Machine	9.31
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.95
19040 - Tool and Die Maker	23.05
21000 - Material Handling and Packing Occupations	

21010 - Fuel Distribution System Operator	19.38
21020 - Material Coordinator	18.47
21030 - Material Expediter	18.47
21040 - Material Handling Laborer	11.50
21050 - Order Filler	13.21
21071 - Forklift Operator	14.58
21080 - Production Line Worker (Food Processing)	14.48
21100 - Shipping/Receiving Clerk	13.09
21130 - Shipping Packer	13.09
21140 - Store Worker I	9.06
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.05
21210 - Tools and Parts Attendant	16.99
21400 - Warehouse Specialist	15.76
23000 - Mechanics and Maintenance and Repair Occupations	22.24
23010 - Aircraft Mechanic	14.71
23040 - Aircraft Mechanic Helper	23.43
23050 - Aircraft Quality Control Inspector	17.82
23060 - Aircraft Servicer	18.09
23070 - Aircraft Worker	18.95
23100 - Appliance Mechanic	14.43
23120 - Bicycle Repairer	24.68
23125 - Cable Splicer	18.95
23130 - Carpenter, Maintenance	17.61
23140 - Carpet Layer	22.59
23160 - Electrician, Maintenance	17.65
23181 - Electronics Technician, Maintenance I	21.92
23182 - Electronics Technician, Maintenance II	23.87
23183 - Electronics Technician, Maintenance III	16.55
23260 - Fabric Worker	19.98
23290 - Fire Alarm System Mechanic	15.69
23310 - Fire Extinguisher Repairer	20.93
23340 - Fuel Distribution System Mechanic	17.28
23370 - General Maintenance Worker	19.61
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.98
23430 - Heavy Equipment Mechanic	20.76
23440 - Heavy Equipment Operator	19.98
23460 - Instrument Mechanic	12.97
23470 - Laborer	18.95
23500 - Locksmith	20.51
23530 - Machinery Maintenance Mechanic	21.52
23550 - Machinist, Maintenance	14.54
23580 - Maintenance Trades Helper	21.67
23640 - Millwright	18.95
23700 - Office Appliance Repairer	21.29
23740 - Painter, Aircraft	18.95
23760 - Painter, Maintenance	22.12
23790 - Pipefitter, Maintenance	20.99
23800 - Plumber, Maintenance	19.98
23820 - Pneudraulic Systems Mechanic	19.98
23850 - Rigger	17.88
23870 - Scale Mechanic	19.98
23890 - Sheet-Metal Worker, Maintenance	20.05
23910 - Small Engine Mechanic	21.35
23930 - Telecommunication Mechanic I	22.50
23931 - Telecommunication Mechanic II	20.93
23950 - Telephone Lineman	19.98
23960 - welder, Combination, Maintenance	19.98
23965 - well Driller	19.98
23970 - woodcraft worker	15.32
23980 - woodworker	
24000 - Personal Needs Occupations	11.37
24570 - Child Care Attendant	15.86
24580 - Child Care Center Clerk	

24600 - Chore Aid	9.29
24630 - Homemaker	16.45
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	13.85
25210 - Water Treatment Plant Operator	19.72
27000 - Protective Service Occupations	
(not set) - Police Officer	22.74
27004 - Alarm Monitor	16.79
27006 - Corrections Officer	17.69
27010 - Court Security Officer	20.31
27040 - Detention Officer	18.29
27070 - Firefighter	20.59
27101 - Guard I	10.46
27102 - Guard II	13.78
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.44
28020 - Hatch Tender	18.44
28030 - Line Handler	18.44
28040 - Stevedore I	17.34
28050 - Stevedore II	19.56
29000 - Technical Occupations	
21150 - Graphic Artist	20.74
29010 - Air Traffic Control Specialist, Center (2)	30.83
29011 - Air Traffic Control Specialist, Station (2)	21.26
29012 - Air Traffic Control Specialist, Terminal (2)	23.42
29023 - Archeological Technician I	15.52
29024 - Archeological Technician II	17.35
29025 - Archeological Technician III	21.94
29030 - Cartographic Technician	23.33
29035 - Computer Based Training (CBT) Specialist/ Instructor	28.42
29040 - Civil Engineering Technician	21.52
29061 - Drafter I	13.01
29062 - Drafter II	16.29
29063 - Drafter III	18.30
29064 - Drafter IV	23.33
29081 - Engineering Technician I	16.15
29082 - Engineering Technician II	18.75
29083 - Engineering Technician III	22.54
29084 - Engineering Technician IV	25.86
29085 - Engineering Technician V	31.62
29086 - Engineering Technician VI	38.26
29090 - Environmental Technician	19.29
29100 - Flight Simulator/Instructor (Pilot)	22.59
29160 - Instructor	24.57
29210 - Laboratory Technician	18.56
29240 - Mathematical Technician	23.44
29361 - Paralegal/Legal Assistant I	20.03
29362 - Paralegal/Legal Assistant II	24.82
29363 - Paralegal/Legal Assistant III	30.35
29364 - Paralegal/Legal Assistant IV	36.73
29390 - Photooptics Technician	23.33
29480 - Technical Writer	25.95
29491 - Unexploded Ordnance (UXO) Technician I	19.59
29492 - Unexploded Ordnance (UXO) Technician II	23.71
29493 - Unexploded Ordnance (UXO) Technician III	28.41
29494 - Unexploded (UXO) Safety Escort	19.59
29495 - Unexploded (UXO) Sweep Personnel	19.59
29620 - Weather Observer, Senior (3)	21.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.30
29622 - Weather Observer, Upper Air (3)	18.30

31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.95
31260 - Parking and Lot Attendant	8.62
31290 - Shuttle Bus Driver	13.45
31300 - Taxi Driver	12.09
31361 - Truckdriver, Light Truck	13.45
31362 - Truckdriver, Medium Truck	17.09
31363 - Truckdriver, Heavy Truck	18.40
31364 - Truckdriver, Tractor-Trailer	18.40
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.53
99030 - Cashier	8.93
99041 - Carnival Equipment Operator	12.35
99042 - Carnival Equipment Repairer	13.30
99043 - Carnival Worker	8.31
99050 - Desk Clerk	9.78
99095 - Embalmer	19.04
99300 - Lifeguard	10.30
99310 - Mortician	23.79
99350 - Park Attendant (Aide)	12.93
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.11
99500 - Recreation Specialist	15.94
99510 - Recycling Worker	15.47
99610 - Sales Clerk	10.84
99620 - School Crossing Guard (Crosswalk Attendant)	11.37
99630 - Sport Official	11.24
99658 - Survey Party Chief (Chief of Party)	18.05
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.16
99660 - Surveying Aide	11.22
99690 - Swimming Pool Operator	13.93
99720 - Vending Machine Attendant	10.73
99730 - Vending Machine Repairer	13.93
99740 - Vending Machine Repairer Helper	11.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.